

EXHIBIT B

**UNITED STATES DEPARTMENT OF LABOR
OFFICE OF ADMINISTRATIVE LAW JUDGES**

OFFICE OF FEDERAL CONTRACT
COMPLIANCE PROGRAMS, UNITED
STATES DEPARTMENT OF LABOR,

Plaintiff,

v.

ORACLE AMERICA, INC.,

Defendant.

OALJ Case No. 2017-OFC-00006

OFCCP No. R00192699

**OFCCP'S OBJECTIONS AND ANSWERS TO DEFENDANT ORACLE AMERICA,
INC.'S REQUEST FOR PRODUCTION, SET ONE**

The United States Department of Labor, Office of Federal Contract Compliance Programs ("OFCCP"), by and through the Office of the Solicitor, hereby submits its objections and answers to Defendant Oracle America, Inc.'s Request for Production, Set One.

PRELIMINARY STATEMENT

Discovery in this matter is currently ongoing. Each and every following response is rendered and based upon information reasonably available to OFCCP at the time of preparation of these responses. OFCCP reserves the right to amend the responses to these Requests as discovery progresses. OFCCP will provide supplemental responses in the event any further responsive material comes within its knowledge, possession, custody or control.

OFCCP has not completed its respective discovery in this action. OFCCP, therefore, specifically reserves the right to introduce any evidence from any source which may hereinafter be discovered in testimony from any witness whose identity may hereafter be discovered.

OFCCP'S OBJECTIONS AND ANSWERS TO DEFENDANT ORACLE AMERICA, INC.'S REQUEST FOR
PRODUCTION, SET ONE
(OALJ CASE NO. 2017-OFC-00006)

GENERAL OBJECTIONS

OFCCP objects to Definition and Instruction No. 13 (which requests that OFCCP segregate and designate by category number the documents produced) as being unduly burdensome and beyond what is required of OFCCP pursuant to either 41 C.F.R. § 60-30.10 or Rule 34 of the Federal Rules of Civil Procedure.

DOCUMENTS TO BE PRODUCED

REQUEST FOR PRODUCTION NO. 1:

All DOCUMENTS YOU reviewed in connection with the “compliance review” process identified in Paragraph 6 of the AMENDED COMPLAINT.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government’s deliberative process privilege, the governmental privilege for investigative files and techniques, the government’s informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP’s internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase “in connection with” as vague and ambiguous.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP’s investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 2:

All DOCUMENTS RELATED to the claim in Paragraph 7 of the Amended Complaint that "Oracle discriminated against qualified female employees in its Information Technology . . . lines of business or job functions" at HQCA.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 3:

All DOCUMENTS RELATED to the claim in Paragraph 7 of the Amended Complaint that "Oracle discriminated against qualified female employees in its . . . Product Development . . . lines of business or job functions" at HQCA.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 4:

All DOCUMENTS RELATED to the claim in Paragraph 7 of the Amended Complaint that "Oracle discriminated against qualified female employees in its . . . Support lines of business or job functions" at HQCA.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 5:

OFCCP'S OBJECTIONS AND ANSWERS TO DEFENDANT ORACLE AMERICA, INC.'S REQUEST FOR PRODUCTION, SET ONE
(OALJ CASE NO. 2017-OFC-00006)

All DOCUMENTS RELATED to YOUR determination of which employees are “qualified,” as alleged in Paragraph 7 of the Amended Complaint, including but not limited to DOCUMENTS RELATED to the methodology used to make such a determination.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government’s deliberative process privilege, the governmental privilege for investigative files and techniques, the government’s informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP’s internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase “related to” as overbroad and unduly burdensome.

OFCCP objects to the phrase “methodology” as vague and ambiguous and overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP’s investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 6:

All DOCUMENTS RELATED to YOUR determination of which employees are “comparable males,” as alleged in Paragraph 7 of the Amended Complaint, including but not limited to DOCUMENTS RELATED to the methodology used to make such a determination.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government’s deliberative process privilege, the governmental privilege for investigative files and techniques, the government’s informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal

Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

OFCCP objects to the phrase "methodology" as vague and ambiguous and overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 7:

ALL DOCUMENTS RELATED to YOUR determination of which "roles" are "similar," as alleged in Paragraph 7 of the Amended Complaint, including but not limited to DOCUMENTS RELATED to the methodology used to make such a determination.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

OFCCP objects to the phrase "methodology" as vague and ambiguous and overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 8:

All DOCUMENTS RELATED to YOUR "controlling for job title, full-time status, exempt status, global career level, job specialty, estimated prior work experience, and company tenure," as alleged in Paragraph 7 of the Amended Complaint, including but not limited to DOCUMENTS RELATED to the methodology YOU used.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

OFCCP objects to the phrase "methodology" as vague and ambiguous and overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 9:

All DOCUMENTS RELATED to the allegation in Paragraph 7 of the Amended Complaint that a standard deviation of -2.71 impacts 133 "female information technology employees." This request includes but is not limited to final and draft DOCUMENTS showing underlying statistical data, methodologies, models and actual computations used to determine the standard deviation, as well as DOCUMENTS showing calculations and/or methodologies different from what is represented in Paragraph 7.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

OFCCP objects to the phrase "methodologies" as vague and ambiguous and overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 10:

All DOCUMENTS RELATED to the allegation in Paragraph 7 of the Amended Complaint that a standard deviation of -8.41 impacts 1,207 "female product development employees." This request includes but is not limited to final and draft DOCUMENTS showing

underlying statistical data, methodologies, models and actual computations used to determine the standard deviation, as well as DOCUMENTS showing calculations and/or methodologies different from what is represented in Paragraph 7.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

OFCCP objects to the phrase "methodologies" as vague and ambiguous and overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 11:

All DOCUMENTS RELATED to the allegation in Paragraph 7 of the Amended Complaint that a standard deviation of -3.67 impacts 47 "female support employees." This request includes but is not limited to both final and draft DOCUMENTS showing underlying statistical data, methodologies, models and actual computations used to determine the standard deviation, as well as DOCUMENTS showing calculations and/or methodologies different from what is represented in Paragraph 7.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

OFCCP objects to the phrase "methodologies" as vague and ambiguous and overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 12:

All DOCUMENTS that identify the female employees YOU included in each class listed in the table found in Paragraph 7 of the Amended Complaint.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because

any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "identify" as vague and ambiguous.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 13:

All DOCUMENTS that identify the "comparable males employed in similar jobs" that YOU used as comparators in reaching the conclusions alleged in Paragraph 7 of the Amended Complaint.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "identify" as vague and ambiguous.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 14:

All DOCUMENTS RELATED to the comparisons YOU made between any "female CLASS MEMBERS" and any "comparable males employed in similar roles" as described in Paragraph 7 of the Amended Complaint.

OFCCP'S OBJECTIONS AND ANSWERS TO DEFENDANT ORACLE AMERICA, INC.'S REQUEST FOR
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RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 15:

All CASE FILES RELATED to the allegations described in Paragraph 7 of the Amended Complaint.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 16:

All CASE ANALYSES RELATED to the allegations described in Paragraph 7 of the Amended Complaint.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's informant privilege, the trial preparation privilege described in Rule 26(b)(3) of the Federal Rules of Civil Procedure, or exemption provided by the Rules of Practice, Federal Rules of Civil Procedure or Evidence, or the common law.

OFCCP further objects on relevance grounds. Materials reflecting OFCCP's internal deliberations and processes in its investigation are not relevant because they will not show, one way or the other, whether Oracle violated its equal opportunity obligations, including through engaging in systemic compensation and hiring discrimination.

OFCCP additionally objects to this Request to the extent it seeks documents that were created after March 11, 2016, which was the date the Notice of Violation was issued, because any such documents were created in anticipation of litigation and are protected by the work product doctrine, trial preparation privilege, and/or attorney-client privilege.

OFCCP further objects to the phrase "related to" as overbroad and unduly burdensome.

Subject to and without waiving the foregoing objections, OFCCP will produce all non-privileged documents contained in OFCCP's investigative file for Oracle Redwood Shores (OFCCP Case No.: R00192699).

REQUEST FOR PRODUCTION NO. 17:

All interview notes, summaries and memoranda for each interview YOU conducted that RELATES to the allegations described in Paragraph 7 of the Amended Complaint.

RESPONSE:

OFCCP objects to this Request to the extent it seeks information protected by the attorney-client privilege, attorney work-product doctrine, the government's deliberative process privilege, the governmental privilege for investigative files and techniques, the government's